REGULATIONS ON MINIMUM SALARY LEVELS FOR RESEARCH SUPPORT, TECHNICAL AND RESEARCH MANAGEMENT STAFF FUNDED THROUGH EXTERNAL CALLS

Preamble

Universidad de Burgos's mission is teaching, research and knowledge transfer. Activities in these three areas are based on knowledge—its generation, safeguarding and transmission—which depends on research staff and can be assessed in terms of scientific productivity and transfer to society.

Within this framework, there is a direct link between the quantity and quality of the research carried out and the support the university provides to research staff, as set out in the agreement of the Governing Council of Universidad de Burgos dated 14 December 2022, which approves the 'regulations on minimum salaries for research staff employed with funds from public and private calls for proposals where the terms and conditions do not specify such salaries'.

Furthermore, the generation of knowledge led by researchers relies, on numerous occasions, on 'technical' staff and on staff 'who carry out management, administrative and service functions related to research, development, knowledge transfer and innovation'. *Law 17/2022 of 5 September, amending Law 14/2011 of 1 June on Science, Technology and Innovation, innovatively includes these staff members within the SECTI (Spanish System for Science, Technology and Innovation)* and assigns them a role within the research groups themselves. Therefore, *Law 17/2022* indirectly highlights the benefits of integrating these staff members into research projects, both for the professional development of the staff themselves and for the project team, which is thereby enriched.

Furthermore, *Royal Decree-Law 32/2021 of 28 December on urgent measures for labour reform, the guarantee of job stability and the transformation of the labour market, together with Law 17/2022*, enable further improvements to be made to the conditions of technical and research management staff in terms of working conditions, particularly access to permanent contracts. In this regard, Universidad de Burgos views these regulations as an opportunity, placing particular emphasis on promoting permanent, full-time contracts.

Furthermore, in line with Universidad de Burgos's policy on enhancing the status of research activity and its policy relating to the HRS4R seal, and in parallel with the salary regulations for contracted research staff, it is considered that the university must have a scale of minimum salaries for technical and management staff employed with funds from funding calls which do not specify these minimums in their terms and conditions or in the calls themselves. Furthermore, in compliance with the provisions of Article 4.2 of the Second Collective Agreement for Administrative and Service Staff (PAS) at public universities in Castile and León, signed on 28 November 2006, these pay scales have been negotiated and agreed upon with the

PAS Works Council, and have been aligned with comparable regulations and public calls for applications, such as the State Programme to Develop, Attract and Retain Talent.

Article 1. Scope of application

The minimum salaries levels set out in these regulations shall apply to all appointments made by Universidad de Burgos, both for 'technical' staff and for 'staff performing management, administrative and service functions related to research, development, knowledge transfer and innovation', in accordance with *Law 17/2022*, hired using funds from public and private calls for applications that do not specify these minimum rates in their terms and conditions.

These regulations shall not apply to those calls for proposals which do provide for minimum salaries, such as national and European calls for proposals aimed at attracting talent, as well as certain regional calls for projects involving recruitment; in such cases, the salaries specified in those calls must be applied, provided that it meets or exceeds the current National Minimum Wage (SMI).

Article 2. Profiles of 'technical' staff and staff 'performing management, administrative and service functions related to research, development, knowledge transfer and innovation'

1. Level 3 graduates according to MECES. Posts for which access and performance require the holder to possess a university degree as a graduate, engineer or senior architect, or equivalent, and a bachelor's degree plus a master's degree.
2. Level 2 qualifications according to MECES. Posts for which access and performance require a university bachelor's degree or diploma.
3. Level 1 technicians according to MECES. Posts for which access and performance require the holder to possess a higher vocational training qualification, a higher technician qualification, an intermediate vocational training qualification or a sixth-form certificate.

Article 3. Minimum pay scales and working hours

On 1 January of each year, the Vice-Chancellor's Office responsible for research shall publish the salaries scale for that year, which shall take into account the provisions set out in the *Grants for Technical Support Staff (PTA) Contracts under the State Sub-programme for the Incorporation of the State Programme to Develop, Attract and Retain Talent of the State Plan for Scientific and Technical Research and Innovation 2021–2023*, or any grants that replace them, and which shall in no case result in lower salary levels than those applicable in previous years. These grants establish two minimum pay scales: one corresponding to a Bachelor's degree, Master's degree or equivalent, and that for a Higher Technician. Based on this information, together with the profiles set out above, the minimum salaries at Universidad de Burgos for full-time staff will be:

1. Level 3 graduates according to MECES: the salaries set out in the aforementioned national call for applications plus 4,000 euros.

2. Level 2 graduates according to MECES: the salaries set out in the aforementioned national call for applications.
3. Level 1 technicians according to MECES: the salary set out in the aforementioned national call for applications plus 1,000 euros.

Salaries for part-time staff will correspond to the percentage of working hours relative to those established for full-time staff, with a 20 per cent increase applied where the part-time working hours are less than or equal to 50 per cent of full-time hours, and a 10 per cent increase for all other part-time contracts.

Working hours will be determined by the level of commitment and will be agreed flexibly between the person responsible for the project to which the employment contract relates and the technical or management staff. This flexibility must be understood both within the framework of the research project's requirements – whereby no more than 10 hours' work may be carried out in a single day and subject to time off in lieu, including for full working days – and in terms of the need to balance work and personal and family life.

First Additional Provision. Implementation

The Vice-Chancellor responsible for research is authorised to issue the necessary instructions for the implementation and interpretation of these regulations.

Second Additional Provision. Participation in research and working teams.

The research and working teams for projects, where permitted by the call for proposals, in accordance with *Law 17/2022*, which sets out in Article 3 the staff forming part of the SECTI, may include both 'technical' staff and staff 'who perform management, administrative and service functions related to research, development, knowledge transfer and innovation' where such staff are employed using funds obtained by the members of these teams.

Transitional provision. Contracts entered into prior to the entry into force of these regulations.

The minimum salaries levels set out in these regulations shall not apply to contracts entered into prior to their entry into force. However, the minimum salaries levels shall apply to those contracts whose terms are amended after their entry into force, particularly in cases where a fixed-term contract for works or services is converted into a permanent contract, or where the source of funding for permanent contracts is changed.

Final provision. Entry into force

These regulations shall be published in the BOCYL and shall enter into force on 1 January 2024.

ANNEX

For the year 2024, the table of minimum gross annual salaries for full-time contracts shall be as follows:

Level, according to MECES	Annual gross salary as set out in national funding applications	Salary at UBU, euros	Contract cost attributable to the project, euros
1	15,940		22,530
2	19,000	19,000	25,270
3	19,000	23,000	30,590